

San Antonio Uniformed Services Health Education Consortium (SAUSHEC) Resident Training Agreement

As a resident (term resident is used to designate all GME trainees) assigned to a SAUSHEC GME program, I understand that SAUSHEC shall provide a graduate medical education system that meets all the standards of and is accredited by the Accreditation Council for Graduate Medical Education, and I understand the following policies and my rights, responsibilities and benefits outlined herein:

I. RESIDENT RESPONSIBILITIES:

- A. To develop a personal program of learning to foster continued professional growth with guidance from the teaching staff.
- B. To participate in patient care, under supervision, commensurate with my level of training.
- C. To participate fully in the educational and scholarly activities of my program; to meet all program and SAUSHEC requirements; to demonstrate the knowledge, skills and attitudes defined by my program in the domains of the ACGME's six general competencies and to assume responsibility for teaching and supervising other residents and medical students as required. This includes completing a graduation paper by early May of my last year of training (specifics are outlined in the SAUSHEC GME Policy Book).
- D. To participate as appropriate in hospital and medical staff activities and to adhere to established practices, procedures, and policies of the hospitals in which I am training and if appropriate to participate through peer-nominated representation on hospital committees and councils whose actions affect my education and/or patient care.
- E. To submit to the program director, at least annually, confidential anonymous written evaluations of the faculty and of educational experiences of the training program.
- F. To, at all times, adhere to the highest standards of integrity, professionalism and ethical conduct for physicians and for officers of the U.S. Army and Air Force.
- G. To meet all ACGME/RRC & military training and administrative requirements as designated in the SAUSHEC GME Policy Book and the "Training Agreement for Graduate Professional Education in a Military Facility" (military obligation agreement). This includes helping their program remain in compliance with the ACGME Duty Hour restrictions and conducting annual training in Fatigue.
- H. To maintain certification in Basic Life Support (BLS).
- I. To complete USMLE Step 3 (or equivalent) during PGY-1 (internship year)
- J. To comply with Army and Air Force policies requiring all residents to have in their possession a current, active, valid, and unrestricted state medical license NLT two years after graduation from medical school. Failure to obtain (and maintain) a professional license within the established timelines will result in automatic referral for action to the Dean, SAUSHEC and may result in the resident being placed on probation that, in turn, may require the resident to report this to licensing and credentialing agencies in the future. Failure to obtain or maintain the license may also result in "flagging" of military records and adverse personnel actions—to include loss of special pays and benefits, ineligibility to be selected for further GME, reclassification, and/or separation from the military.
- K. To, IAW Army and Air Force regulations and the "Training Agreement for Graduate Professional Education in a Military Facility," meet service-specific height/weight standards and physical fitness requirements to qualify for advancement and for graduation from residency.
- L. To obtain from my program director a written description of program specific responsibilities and supervisory lines of responsibility for the care of patients and comply with these specific requirements.
- M. To obtain from my program director a description of the usual call schedule and schedule of assignments (rotations) for my program and comply with these schedules.
- N. To comply with restriction on Outside Practice Activities (Moonlighting). MEDCOM Reg 600-3, para 4.g.(4) and AFI 44-102, expressly forbid outside medical practice and gainful employment during the course of a residency. Such practice and employment will be grounds for dismissal from the program.

II. RESIDENT BENEFITS AND RIGHTS:

As a SAUSHEC resident, I and my family, per Army and Air Force regulations, will receive the same benefits in the areas of health care, leave (including parental leave), welfare, recreation, financial support (including retirement and disability benefits), housing and meals as any military medical officer with my rank and length of service. Full pay and allowances continue for the duration of the residency and during permitted absences listed below. In addition I understand the following policies relating to my benefits:

A. **Absence from Training** - If a resident misses more than 4 weeks of training in one academic year, a request for extension in training may be required to insure the resident meets RRC, Board and/or Army/Air Force requirements for GME training.

B. **Convalescent Leave (sick leave)** - Granted for cause, in accordance with SAUSHEC Leave & Pass Policy Section of the SAUSHEC GME Policy Book and Army and Air Force regulations.

C. **Ordinary Leave (vacation)** - Granted during the training year as designated in the Leave and Pass Policy Section of the SAUSHEC GME Policy Book.

D. **Parental Leave** - Described in the SAUSHEC GME Policy Book.

E. **Leave of Absence /Benefits** - Described in the SAUSHEC GME Policy Book.

F. **Disability Insurance** - Provided in accordance with Army and Air Force regulations.

G. **Liability Coverage**- Under the Federal Tort Claims Act 28 USC, Section 2679d, the Westfall Act, medical malpractice coverage is provided to me free of charge. Coverage will be in effect for all care rendered within the scope of my federal employment. This requires me to provide the best possible documentation of the best possible care to my patients and always to utilize appropriate levels of supervision as outlined in the SAUSHEC Resident Supervision Policy, my program's supervision policy and the policies of the hospital in which I am training.

H. **Counseling & Support Services** - Confidential counseling, medical and support services are available at any time and are described in the SAUSHEC GME Policy Book.

I. **Permissive TDY (Professional Leave)** – described in the SAUSHEC GME Policy Book.

J. **Laundry** - Lab coats and "Scrubs" are provided and cleaned at no cost to resident.

K. **Residency Closure policy** – Described in the SAUSHEC GME Policy Book.

L. **Restrictive Covenants** – Residents are not required to sign a non-competition guarantee.

M. **Duty Hours**- All SAUSHEC programs and residents will comply with ACGME, RRC and SAUSHEC duty hour policies which are available at www.acgme.org and in the SAUSHEC GME Policy Book. If a resident feels his/her program is not in compliance with duty hour policies they should immediately bring this to the attention of their program director, the House Staff Council, any GMEC member an Ombuds, an Associate Dean or the Dean of SAUSHEC, all of which are committed to ensuring program compliance with Duty Hour Policies.

N. **Food services while working in a hospital**- Food is available 24 hours a day in BAMC & WHMC either in cafeterias or vending machines with food that can be cooked in an adjoining microwave.

O. **Call Sleep Rooms**- Residents will be provided with appropriate call rooms when they take in house call.

P. **Work environment free from Sexual Harassment and Discrimination**- Department of Defense has zero tolerance for sexual harassment, exploitation and discrimination. Defined policies and procedures addressing sexual harassment and exploitation are outlined in AR 600-20; in BAMC command policy; and in AFPAM 36-2705 and in WHMC command policy

Q. **Guarantee of Due Process**- Due process for remediation, probation, extension, and/or termination for academic issues are outlined in the SAUSHEC Due Process Policy available on the SAUSHEC web site. Proceedings are conducted by the SAUSHEC Graduate Medical Education Committee in accordance with this policy.

R. **System for resolving grievances**- Complaints, grievances, or request for assistance may be presented through the resident's chain of command or through other mechanisms outlined in the SAUSHEC Resident Grievance Policy available on the SAUSHEC web site.

S. **System for managing and treating Physician Impairment-** BAMC and WHMC have provider health programs and policies regarding intervention, treatment, monitoring and follow-up care for all impaired providers including residents. Impaired provider programs facilitate full recovery of and are an active advocate for impaired providers.

III. DURATION OF APPOINTMENT AND REAPPOINTMENT (Advancement): Some Army categorical interns are reappointed based on selection at the Joint Service Graduate Medical Education Selection Board (JSGMESB) in December of their intern year. All Air Force trainees and Army residents PGY-2 and above automatically will be considered for advancement each year until they complete their training. Advancement is contingent upon satisfactory performance in the program and upon criteria listed in the "Training Agreement for Graduate Professional Education in a Military Facility " (obligation agreement). Termination from a training program for academic reasons does not mean dismissal from the Uniformed Services (i.e. loss of employment) however all attempts will be made to notify residents of proposal for termination 4 months or greater before the end of the academic year.

I acknowledge receipt of this training agreement and am aware that a copy of the **SAUSHEC GME Policy Book** dated July 2005 and all major SAUSHEC policies (Resident Due Process, Resident Grievance and Resident supervision) are available to me at the SAUSHEC WEB site www.whmc.af.mil/saushec from which I can download and print them.

Signature
Program Director

Signature
Resident

(printed name)

(printed name)

Date

Date